

**CITY OF ALAMEDA**  
**ALAMEDA POLICE OFFICERS ASSOCIATION**  
**EFFECTIVE June 24, 2007**

CODE	CLASSIFICATION	STEP 1	STEP 2	HOURLY STEP 3	STEP 4	STEP 5
4030	Police Sergeant	47.15	49.51	51.99	54.59	57.32
4040	Police Officer	38.73	40.67	42.70	44.84	47.08
		<b>ANNUAL</b>				
	Police Sergeant	98,072.00	102,980.80	108,139.20	113,547.20	119,225.60
	Police Officer	80,558.40	84,593.60	88,816.00	93,267.20	97,926.40
<b>Retention Pay</b> (MOU Sec 11.9)	10 YEARS SERVICE (3%)					
	Police Sergeant	HOURLY 1.41	1.49	1.56	1.64	1.72
		ANNUAL 2,932.80	3,099.20	3,244.80	3,411.20	3,577.60
	Police Officer	HOURLY				1.41
		ANNUAL				2,932.80
	<b>OR</b>					
	15 YEARS SERVICE (3% plus 4%, compounded)					
	Police Sergeant	HOURLY 3.35	3.53	3.70	3.89	4.08
		ANNUAL 6,968.00	7,342.40	7,696.00	8,091.20	8,488.00
	Police Officer	HOURLY				3.35
		ANNUAL				6,968.00
	<b>OR</b>					
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)					
	Police Sergeant	HOURLY 5.88	6.18	6.48	6.81	7.15
		ANNUAL 12,230.40	12,854.40	13,478.40	14,164.80	14,872.00
	Police Officer	HOURLY				5.87
		ANNUAL				12,209.60
<b>Holiday-in-Lieu Pay</b> (MOU Sec. 16. Holidays)						
	Police Sergeant	HOURLY 3.27	3.43	3.61	3.79	3.97
		ANNUAL 6,801.60	7,134.40	7,508.80	7,883.20	8,257.60
	Police Officer	HOURLY 2.69	2.82	2.96	3.12	3.27
		ANNUAL 5,595.20	5,865.60	6,156.80	6,489.60	6,801.60
<b>Holiday-in-Lieu Pay for Retention Pay</b> (MOU Sec. 11.9 & Sec. 16)	10 YEARS SERVICE (3%)					
	Police Sergeant	HOURLY 0.10	0.10	0.11	0.11	0.12
		ANNUAL 208.00	208.00	228.80	228.80	249.60
	Police Officer	HOURLY				0.10
		ANNUAL				208.00
	<b>OR</b>					
	15 YEARS SERVICE (3% plus 4%, compounded)					
	Police Sergeant	HOURLY 0.23	0.24	0.26	0.27	0.28
		ANNUAL 478.40	499.20	540.80	561.60	582.40
	Police Officer	HOURLY				0.23
		ANNUAL				478.40
	<b>OR</b>					
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)					
	Police Sergeant	HOURLY 0.41	0.43	0.45	0.47	0.50
		ANNUAL 852.80	894.40	936.00	977.60	1,040.00
	Police Officer	HOURLY				0.41
		ANNUAL				852.80
<b>Educational Reimbursement &amp; Educational Incentive</b> (MOU Sec. 11.11) effective 6/30/2013	Advanced POST Certificate (4%)					
	Police Sergeant	HOURLY 1.89	1.98	2.08	2.18	2.29
		ANNUAL 3,931.20	4,118.40	4,326.40	4,534.40	4,763.20
	Police Officer	HOURLY 1.55	1.63	1.71	1.79	1.88
		ANNUAL 3,224.00	3,390.40	3,556.80	3,723.20	3,910.40
	<b>OR</b>					
	Bachelor's degree after 3 Years Service (5%)					
	Police Sergeant	HOURLY 2.36	2.48	2.60	2.73	2.87
		ANNUAL 4,908.80	5,158.40	5,408.00	5,678.40	5,969.60
	Police Officer	HOURLY			2.24	2.35
		ANNUAL			4,659.20	4,888.00
	<b>OR</b>					
	Master's degree after 5 Years Service (6%)					
	Police Sergeant	HOURLY 2.83	2.97	3.12	3.28	3.44
		ANNUAL 5,886.40	6,177.60	6,489.60	6,822.40	7,155.20
	Police Officer	HOURLY				2.82
		ANNUAL				5,865.60
<b>Canine Assignment Pay</b> effective 1-1-2008 FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 26.11) (subject to change according to the higher of State or Federal Minimum Wage rates)				8.00/hour 12.00/hour overtime rate 5 hours/week 3,120/year		